

Information Assurance Career Area

Job Roles

The job roles in the Information Assurance Career Area include the following competencies:

❖ **Computer Forensics**

Definition: coordinates with Federal, state, local and private sector law enforcement and other computer forensic entities to investigate and resolve issues and crimes where information may be tampered with or information security (INFOSEC) compromised; preserves evidence and restores the information infrastructure.

1. Information Security Regulatory Guidance
2. Computer Forensics Liaison
3. Contingency and Disaster Recovery Tools and Techniques
4. Program Management
5. Contracting Officer's Representative
6. Information Assurance

❖ **Encryption**

Definition: protects National assets and resources through the use of encryption tools and techniques; formulates encryption and communications security policies and recommendations; protects communications from exploitation by foreign intelligence services; ensures the security of U.S. cryptographic systems, prevents electronic emissions from various communications equipment, and physically protects communications security equipment.

1. Encryption Tools and Techniques
2. Communications Security
3. Information Systems Security Operations
4. Encryption/Communications Security Policy
5. Architecture
6. Program Management
7. Contracting Officer's Representative
8. Information Assurance

❖ **Information System/Network Security**

Definition: develops and applies standards, methods, and tools to ensure application of security considerations throughout the life cycle of DoD information systems; manages incident responses, contingency planning, and reconstitution of the information infrastructure.

1. Information Systems Security Tools and Techniques
2. Information Security/Information Assurance Regulatory Guidance
3. Risk Assessment and Mitigation
4. Architecture
5. Information System Security Operations
6. Program Management

7. Contracting Officer's Representative
8. Information Assurance

❖ **Information System Security Management**

Definition: manages INFOSEC, operations, technical/administrative evaluation, and oversight for the entire system/network life cycle.

1. Information Security/Information Assurance Policy
2. Information Systems Security Tools and Techniques
3. Information System Security Operations
4. Program Management
5. Contracting Officer's Representative
6. Information Assurance

❖ **Policy**

Definition: studies and interprets national level policy (promulgated by Congress, Office of Management and Budget, National Institute for Standards and Technology, General Services Administration, the Director of Central Intelligence, and DoD) and integrates it into DON policies.

1. Information Security/Information Assurance Policy
2. Information System Security Operations
3. Information Systems Security Tools and Techniques
4. AIS Life Cycle Management
5. Risk Assessment and Mitigation
6. Program Management
7. Contracting Officer's Representative
8. Information Assurance

❖ **Project Management**

Definition: within the Information Assurance area, supports the acquisition of required hardware, software, support systems, and other materials while ensuring the adherence to Federal Law and DoD and DON life cycle management regulations; provides guidance for system oversight, reviews, and milestone approval for DON-managed information system programs; manages contracts and related supplier management functions; performs COR functions.

1. Systems Development
2. Systems Acquisition
3. Information Resource Management
4. Risk Management
5. Business Development
6. Quality Assurance
7. Configuration Management
8. Program Management
9. Contracting Officer's Representative
10. Information Assurance

❖ **Research & Development**

Definition: conducts basic scientific research and applies research to advanced technologies and prototypes for information assurance-related tools and products.

1. Basic Scientific Research
2. Applied Research
3. Advanced Concept Technology Demonstration
4. Requirements Analysis
5. Modeling and Simulation
6. Program Management
7. Contracting Officer's Representative
8. Information Assurance

❖ **Risk Management**

Definition: evaluates information systems to identify residual risks; assesses the risk to information systems and networks from attack and/or intrusion; recommends safeguards and protections to manage and mitigate risks; documents system security plans, policies, and procedures; performs system security accreditation and certification; often acts as Information System Security Officer (ISSO), Network Security Officer (NSO), Designated Approval Authority (DAA), or similar function.

1. Risk Assessment and Mitigation
2. Vulnerability Assessment Tools and Techniques
3. Information Systems Security Certification
4. Information Security/Information Assurance Policy
5. Contingency and Disaster Recovery Tools and Techniques
6. Architecture
7. Network/Systems Security Operations
8. AIS Life Cycle Management
9. Program Management
10. Contracting Officer's Representative
11. Information Assurance

Competencies by Job Role

The following table illustrates the breakout of competencies (along the left hand side) by job role (across the top) within this career area:

Competency:	Computer Forensics	Encryption	Information Assurance Policy	Information System Security Management	Information System/Network Security	Project Management	Research and Development	Risk Management
Advanced Concept Technology Demonstration							•	
AIS Life Cycle Management			•					•
Applied Research							•	
Architecture		•			•			•
Basic Research							•	
Business Development						•		
Communications Security		•						
Computer Forensics Liaison	•							
Configuration Management						•		
Contingency and Disaster Recovery Tools and Techniques	•							•
Contracting Officers Representative (COR)	•	•	•	•	•	•	•	•
Encryption Tools and Techniques		•						
Encryption/Communications Security Policy		•						
Information Assurance	•	•	•	•	•	•	•	•
Information Resource Management						•		
Information Security/Information Assurance Policy			•	•				•
Information Security/Information Assurance Regulatory Guidance	•				•			
Information Systems Security Certification								•
Information Systems Security Operations		•	•	•	•			
Information Systems Security Tools and Techniques			•	•	•			
Modeling and Simulation							•	
Network/Systems Security Operations								•
Program Management	•	•	•	•	•	•	•	•
Quality Assurance						•		
Requirements Analysis							•	
Risk Assessment and Mitigation			•		•			•

Competency:	Computer Forensics	Encryption	Information Assurance Policy	Information System Security Management	Information System/Network Security	Project Management	Research and Development	Risk Management
Risk Management						●		
Systems Acquisition						●		
Systems Development						●		
Vulnerability Assessment Tools and Techniques								●

Job Roles by Occupational Series

The following table presents a matrix of the occupational series (on the left side) by the job roles in this career area (across the top). It is offered as general guidance to help identify where the work performed in the various job roles may be found in the federal government workforce. As such, it does not depict every situation that could occur. More detailed information on the draft classification standard for the Information Technology specialist (GS-2200) can be found in Appendix B of Volume I.

	Computer Forensics	Encryption	Information Systems/Network Security	Information Systems Security Management	Policy	Project Management	Research & Development	Risk Management
GS-340 Program Management				●	●	●		●
GS-343 Management & Program Analysis				●	●	●		●
GS-391 Telecommunications	●	●	●				●	
GS-392 General Telecommunications	●	●	●					
GS-854 Computer Engineer	●	●	●	●	●	●	●	●
GS-855 Electronics Engineer	●	●	●	●	●	●	●	●
GS-856 Electronics Technician		●						
GS-1550 Computer Science	●	●	●	●	●	●	●	●
GS-2210 ¹ IT Management	●	●	●	●	●	●	●	●

¹ Formerly GS-334 Computer Specialist.

Career Area: Information Assurance**Job Role: Computer Forensics**

1	Competency: Information Security/Information Assurance Regulatory	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To protect National assets and resources; to formulate information systems security recommendations to the Designated Approval Authority (DAA); to guide projects through the life cycle management; to provide user technical assistance; to perform management review, validate security requirements, and meet the DON's requirements within cost and performance requirements.	<u>Learning Objectives:</u> Knowledge of and ability to apply information systems security laws, policies, directives and procedures.	Current	Required	E	I	J	S	Ex	- Methods/procedures to identify purchase, distribute, and maintain IM/IT assets in a secure manner - System operations life cycle - Network operations life cycle - System/Network certification process using DoD DAA - Applicable Federal, DoD and DON information resource management policies, laws and regulations - Information System security requirements definition - Federal, DoD and DON life cycle management policies - Cryptography
		0 1 2 3 4	0 1 2 3 4	X	X	X	X	X	
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (E, I, J)- NETg Technical Training Courses (all) - Disaster Recovery Planning and Contingency Planning Courses (E, I) - Biometrics training (I, J) - NSA Encryption Courses (E, I) - Legal Courses (J, S) - Evidence Preservation Courses (I, J, S) Work-based: - Develop security plans and/or policies (J, S) - Perform or assist in system security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Computer Forensics**

2	Competency: Computer Forensics Liaison	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To coordinate with other Federal, state, local and private sector law enforcement and other computer forensic entities to resolve issues; to coordinate and build internal and external consensus for organizational computer forensics program.	<u>Learning Objectives:</u> Knowledge of information security/information assurance laws, regulations and statutes; ability to coordinate with other Federal, State, Local and private law enforcement agencies in investigating breaches of information assurance.	Current	Required	E	I	J	S	Ex	- IA/INFOSEC laws, statutes and regulatory guidance - Evidence collection and preservation - Computer viruses - Criminal justice - Cryptography - Intrusion detection
		0 1 2 3 4	0 1 2 3 4					X	
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (S) - NETg Technical Training Courses - Disaster Recovery Planning and Contingency Planning Courses - Biometrics training - NSA Encryption Courses - Legal Courses - Evidence Preservation Courses Work-based: - Develop security plans and/or policies (J, S) - Perform or assist in system security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Computer Forensics**

3	Competency: Program Management	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> <i>To achieve the needed outcomes of a specific program and related projects by ensuring proper management, performance and administration.</i>	<u>Learning Objectives:</u> Knowledge of the required outcomes, functional and political environments, organizations, activities, and constraints affecting a program. Knowledge of project definition and the ability to: relate required results and costs; lead teams that include members not in one's chain of command; apply systematic thinking to develop action plans; develop approaches to satisfy requirements and resolve issues; and ensure overall project quality. A PM has the knowledge and ability to coordinate the work of assigned staff and other functional experts matrixed to support the task.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- Program strategic planning- Program role in organization/enterprise- Visionary leadership- Performance assessment- Project integration management- Quality management- Risk management- Financial management
		0 1 2 3 4	0 1 2 3 4			X	X	X	
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College: (J, S)--Information Management Planning--Information Technology Acquisition for the CIO--IT Project Management - STAR Program (all) - DAWIA (all) Work-based: <ul style="list-style-type: none">- Serve as Contracting Officer's Representative (J, S)- Serve as project engineer or project manager (J)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap							
		<u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Computer Forensics**

4	<u>Competency:</u> Contracting Officers Representative (COR)		<u>Proficiency:</u>		<u>Level:</u>					<u>Skill Topics:</u>
			Current	Required	E	I	J	S	Ex	
<u>Strategic Value:</u> To ensure contractor performance and delivery is in compliance with a given contract.	<u>Learning Objectives:</u> Knowledge of and ability to make technical decisions within the scope of the contract/task; serve as the day-to-day point of contact for contractual matters; assess the technical quality of performed work; approve deliverables for acceptance.		0 1 2 3 4	0 1 2 3 4		X	X	X		- Deliverable item review and approval - Contract types (e.g., IDIQ, cost reimbursable, time and materials, firm fixed price) - Cost reporting - Contract rates - Delivery orders - Other direct costs (ODCs) - Contract Line Items (CLINs) - Contract milestones - Life cycle management - Statements of Work (SOW) - Contract options
	<u>Developmental Opportunities:</u> Learning: - STAR Program (all) - DAWIA (all)	<u>Gap Assessment:</u> <div style="display: flex; justify-content: space-around; align-items: center;"> <div>_____</div> <div>-</div> <div>_____</div> <div>=</div> <div>_____</div> </div> <div style="display: flex; justify-content: space-around; align-items: center; margin-top: 10px;"> <div>Required Proficiency</div> <div>-</div> <div>Current Proficiency</div> <div>=</div> <div>Gap</div> </div> <u>Gap Mitigation Strategy:</u>								

Career Area: Information Assurance**Job Role: Computer Forensics**

5	Competency: Information Assurance	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To acquire, maintain and ensure the security of information systems in an effective, interoperable, scalable, reliable, integrated and affordable fashion.	<u>Learning Objectives:</u> Knowledge of and ability to apply physical access controls, technical security countermeasures, classification and safeguarding of controlled information and operational & industrial security. Ability to validate that appropriate countermeasures are being integrated correctly into program and to ensure that assurance evidence that demonstrates that the system is secure are produced.	Current	Required	E	I	J	S	Ex	- Information Systems Security - National Level IM/IT Policy - Trusted Systems - Discretionary and Mandatory Access Control - Identification and Authentication - Common criteria, DITSCAP - Assurance Evidence
		0 1 2 3 4	0 1 2 3 4	X	X	X	X	X	
	<u>Developmental Opportunities:</u> Learning: - NETg Technical Training Courses (all) Work-based: - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Computer Forensics**

6	Competency: Contingency and Disaster Recovery Tools and Techniques	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To define and implement strategies for contingency and disaster recovery, preservation of electronic evidence, data recovery and continuity of operations plans for information systems.	<u>Learning Objectives:</u> Knowledge of and ability to use tools and techniques used in data recovery and preservation of electronic evidence (for example, chain of evidence rules).	Current	Required	E	I	J	S	Ex	- Computer forensics tools - Data recovery - Evidence preservation - Continuity of operations - Viruses - Operating systems - Attack tools - Network protocols
		0 1 2 3 4	0 1 2 3 4	X	X	X	X	X	
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (E, I, J) - NETg Technical Training Courses (all) - Disaster Recovery Planning and Contingency Planning Courses (E, I) - Biometrics training (I, J) - NSA Encryption Courses (E, I) - Legal Courses (J, S) - Evidence Preservation Courses (I, J, S) Work-based: - Develop security plans and/or policies (J, S) - Perform or assist in system security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Encryption**

1	Competency: Encryption Tools and Techniques	Proficiency:	Level:	Skill Topics:
<u>Strategic Value:</u> <i>To integrate encryption into multiple applications and technologies.</i>	<u>Learning Objectives:</u> Knowledge of and ability to design, support and integrate encryption techniques across multiple platforms.	Current 0 1 2 3 4	Required 0 1 2 3 4	E I J S Ex X X X X
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (E, I, J) - NETg Technical Training Courses (all) - ISA Course (E, I) - NSVT Course (I, J) - NSA COMSEC/COMPUSEC/INFOSEC Course (all) - NSA TEMPEST Course (E, I) - CISN Training Pipeline (all) - Personnel Security Courses (E, I) - Physical Security Courses (E, I) - IAVA Training (E, I) - INFOCON Training (E, I) - EKMS Course (E, I) Work-based: - Serve as/assist Information System Security Officer (J) - Develop security plans and/or policies (J, S) - Conduct/assist system risk assessments (I, J) - Perform/assist in security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>		

- PKI
- Symmetric and asymmetric key standards, products and protocols
- Cryptographic/encryption standards, products and protocols
- Digital signatures
- VPNs
- Smart Cards
- Ipsec
- Secure Sockets Layer

Career Area: Information Assurance**Job Role: Encryption**

2	Competency: Communications Security	Proficiency:					Level:					Skill Topics:					
<u>Strategic Value:</u> To protect communications from exploitation by foreign intelligence services; to ensure the security of U.S. cryptosystems, prevent electronic emissions from various communications equipment, and to physically protect communications security equipment.	<u>Learning Objectives:</u> Knowledge of and ability to apply communications security tools and practices to protect information systems, data and networks.	Current					Required					E	I	J	S	Ex	- COMSEC material control, accounting, inventory and transport - COMSEC vulnerability analysis - Security, management and inspection requirements - Cryptographic systems - Electronic key management - STU III management
		0	1	2	3	4	0	1	2	3	4	X	X	X			
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security in a Networked Environment (all) - NETg Technical Training Courses (all) - ISA Course (E, I) - NSVT Course (I, J) - NSA COMSEC/COMPUSEC/INFOSEC Course (all) - NSA TEMPEST Course (E, I) - CISN Training Pipeline (all) - Personnel Security Courses (E, I) - Physical Security Courses (E, I) - IAVA Training (E, I) - INFOCON Training (E, I) - EKMS Course (E, I) Work-based: - Serve as/assist Information System Security Officer (J) - Develop security plans and/or policies (J, S) - Conduct/assist system risk assessments (I, J) - Perform/assist in security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required - Current = Gap Proficiency Proficiency <u>Gap Mitigation Strategy:</u>															

Career Area: Information Assurance**Job Role: Encryption**

3	Competency: Information Systems Security Operations	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To ensure that security is provided for and implemented throughout the life cycle of an information system and/or network from the concept development phase through the design, development, operation, maintenance, and security disposal phases.	<u>Learning Objectives:</u> Knowledge of and ability to develop, evaluate, coordinate, and disseminate security tools and procedures.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- Information systems- Information systems modeling methods- Capacity planning- Migration strategy development- Customer information system planning assistance- Customer information system design assistance- Customer information system modification assistance- Change management and control processes- Development and maintenance tools- Release package planning and status accounting- Documentation audits and reviews- Asset management tools- Configuration management history- Human factors practices- Network security issues- Network performance monitoring- Cryptography
		0 1 2 3 4	0 1 2 3 4	X	X	X	X		
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College, Managing Information Security (E, I, J)- NETg Technical Training Courses (all)- ISA Course (E, I)- NSVT Course (I, J)- NSA COMSEC/COMPUSEC/INFOSEC Course (all)- NSA TEMPEST Course (E, I)- CISN Training Pipeline (all)- Personnel Security Courses (E, I)- Physical Security Courses (E, I)- IAVA Training (E, I)- INFOCON Training (E, I)- EKMS Course (E, I) Work-based: <ul style="list-style-type: none">- Serve as/assist Information System Security Officer (J)- Develop security plans and/or policies (J, S)- Conduct/assist system risk assessments (I, J)- Perform/assist in security certification and accreditation (I, J)- Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Encryption**

4	Competency: Encryption/Communications Security Policy	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To protect National assets and resources; to formulate encryption and communications security policies and recommendations to the Designated Approval Authority (DAA).	<u>Learning Objectives:</u> Knowledge of and ability to apply encryption and communications security laws, policies, directives, regulations, guidance and procedures.	Current	Required	E	I	J	S	Ex	- Methods/procedures to identify purchase, distribute, and maintain IM/IT assets in a secure manner - System operations life cycle - Network operations life cycle - System/Network certification process using DoD DAA - Applicable Federal, DoD and DON information resource management policies, laws and regulations - Federal, DoD and DON life cycle management policies - Cryptography - System/Network vulnerabilities - Communications security (COMSEC)
		0 1 2 3 4	0 1 2 3 4	X	X	X	X	X	
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security in a Networked Environment (all) - NETg Technical Training Courses (all) - ISA Course (E, I) - NSVT Course (I, J) - NSA COMSEC/COMPUSEC/INFOSEC Course (all) - NSA TEMPEST Course (E, I) - CISN Training Pipeline (all) - Personnel Security Courses (E, I) - Physical Security Courses (E, I) - IAVA Training (E, I) - INFOCON Training (E, I) - EKMS Course (E, I) Work-based: - Serve as/assist Information System Security Officer (J) - Develop security plans and/or policies (J, S) - Conduct/assist system risk assessments (I, J) - Perform/assist in security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Encryption**

5	Competency: Architecture	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To develop and maintain secure information systems and networks that are effective, interoperable, integrated and affordable.	<u>Learning Objectives:</u> Understanding the operational, systems and technical views of the architecture framework endorsed by DoD, and their application in computer and information systems components.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- OMB Memo M-97-16- C4ISR architecture framework- Process modeling- Data interchange services- Computer systems architecture- System design, including hardware components and configuration- Database management- Distributed processing- Operating Systems- Networks- Systems software- Technical Standards--their role and specific standards in use and adopted by DoD and DON- Cryptographic equipment and systems- DoD Security Architecture (MSL)- Cryptography
		0 1 2 3 4	0 1 2 3 4	X	X	X	X	X	
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College, Managing Information Security (E, I, J)- Information Resources Management College, Managing Information Architectures and Infrastructures (all)- NETg Technical Training Courses (all) Work-based: <ul style="list-style-type: none">- Include AIS Security controls during system development (I)- Analyze security software, hardware support tools (I)- Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap							
		<u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Encryption**

6	Competency: Program Management	Proficiency:	Level:	Skill Topics:
	<p><u>Strategic Value:</u></p> <p><i>To achieve the needed outcomes of a specific program and related projects by ensuring proper management, performance and administration.</i></p> <p><u>Learning Objectives:</u></p> <p>Knowledge of the required outcomes, functional and political environments, organizations, activities, and constraints affecting a program. Knowledge of project definition and the ability to: relate required results and costs; lead teams that include members not in one's chain of command; apply systematic thinking to develop action plans; develop approaches to satisfy requirements and resolve issues; and ensure overall project quality. A PM has the knowledge and ability to coordinate the work of assigned staff and other functional experts matrixed to support the task.</p> <p><u>Developmental Opportunities:</u></p> <p>Learning:</p> <ul style="list-style-type: none"> - Information Resources Management College: (J, S) --Information Management Planning --Information Technology Acquisition for the CIO --IT Project Management - STAR Program (all) - DAWIA (all) <p>Work-based:</p> <ul style="list-style-type: none"> - Serve as Contracting Officer's Representative (J, S) - Serve as project engineer or project manager (J) 	<p>Current</p> <p>0 1 2 3 4</p>	<p>Required</p> <p>0 1 2 3 4</p>	<p>E I J S Ex</p> <p>X X X</p> <p><u>Gap Assessment:</u></p> <p>_____ - _____ = _____</p> <p>Required Proficiency - Current Proficiency = Gap</p> <p><u>Gap Mitigation Strategy:</u></p> <p>- Program strategic planning</p> <p>- Program role in organization/enterprise</p> <p>- Visionary leadership</p> <p>- Performance assessment</p> <p>- Project integration management</p> <p>- Quality management</p> <p>- Risk management</p> <p>- Financial management</p>

Career Area: Information Assurance**Job Role: Encryption**

7	<u>Competency:</u> Contracting Officers Representative (COR)		<u>Proficiency:</u>		<u>Level:</u>					<u>Skill Topics:</u>
			Current	Required	E	I	J	S	Ex	
<u>Strategic Value:</u> To ensure contractor performance and delivery is in compliance with a given contract.	<u>Learning Objectives:</u> Knowledge of and ability to make technical decisions within the scope of the contract/task; serve as the day-to-day point of contact for contractual matters; assess the technical quality of performed work; approve deliverables for acceptance.	0 1 2 3 4	0 1 2 3 4		X	X	X			- Deliverable item review and approval - Contract types (e.g., IDIQ, cost reimbursable, time and materials, firm fixed price) - Cost reporting - Contract rates - Delivery orders - Other direct costs (ODCs) - Contract Line Items (CLINs) - Contract milestones - Life cycle management - Statements of Work (SOW) - Contract options
	<u>Developmental Opportunities:</u> Learning: - STAR Program (all) - DAWIA (all)	<u>Gap Assessment:</u> <div style="text-align: center;"> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap </div> <u>Gap Mitigation Strategy:</u>								

Career Area: Information Assurance**Job Role: Encryption**

8	Competency: Information Assurance		Proficiency:		Level:					Skill Topics:
			Current	Required	E	I	J	S	Ex	
Strategic Value: <i>To acquire, maintain and ensure the security of information systems in an effective, interoperable, scalable, reliable, integrated and affordable fashion.</i>	Learning Objectives: Knowledge of and ability to apply physical access controls, technical security countermeasures, classification and safeguarding of controlled information and operational & industrial security. Ability to validate that appropriate countermeasures are being integrated correctly into program and to ensure that assurance evidence that demonstrates that the system is secure are produced.	0 1 2 3 4 0 1 2 3 4	X	X	X	X	X		- Information Systems Security - National Level IM/IT Policy - Trusted Systems - Discretionary and Mandatory Access Control - Identification and Authentication - Common criteria, DITSCAP - Assurance Evidence	
	Developmental Opportunities: Learning: - NETg Technical Training Courses (all) Work-based: - Partnering with Industry (all)	Gap Assessment: <div style="text-align: center;"> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap </div> Gap Mitigation Strategy:								

Career Area: Information Assurance**Job Role: Information Assurance Policy**

1	Competency: Information Security/Information Assurance Policy	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To protect National assets and resources; to formulate information systems security policies and recommendations to the Designated Approval Authority (DAA); to guide projects through the life cycle management; to provide user technical assistance; to perform management review, validate security requirements, and meet the DON's requirements within cost and performance requirements.	<u>Learning Objectives:</u> Knowledge of and ability to apply information systems security laws, policies, directives, regulations, guidance and procedures.	Current	Required	E	I	J	S	Ex	- Methods/procedures to identify purchase, distribute, and maintain IM/IT assets in a secure manner - System operations life cycle - Network operations life cycle - System/Network certification process using DoD DAA - Applicable Federal, DoD and DON information resource management policies, laws and regulations - Information System security requirements definition- Federal, DoD and DON life cycle management policies - Cryptography - System/Network vulnerabilities - Technical Writing
		0 1 2 3 4	0 1 2 3 4	X	X	X	X	X	
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (E, I, J) - NETg Technical Training Courses (all) - CIP Courses (all) - NSA COMSEC/COMPUSEC/INFOSEC Course (all) - Networking Courses (E, I, J) Work-based: - Serve as Policy Analyst (E, I, J) - Serve on CNO Staff (J, S) - Develop security plans and/or policies (J, S) - Perform or assist in system security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required - Current = Gap Proficiency Proficiency <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Information Assurance Policy**

2	Competency: Information Systems Security Operations	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To ensure that security is provided for and implemented throughout the life cycle of an information system and/or network from the concept development phase through the design, development, operation, maintenance, and security disposal phases.	<u>Learning Objectives:</u> Knowledge of and ability to develop, evaluate, coordinate, and disseminate security tools and procedures.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- Information systems- Information systems modeling methods- Capacity planning- Migration strategy development- Customer information system planning assistance- Customer information system design assistance- Customer information system modification assistance- Change management and control processes- Development and maintenance tools- Release package planning and status accounting- Documentation audits and reviews- Asset management tools- Configuration management history- Human factors practices- Network security issues- Network performance monitoring- Cryptography
		0 1 2 3 4	0 1 2 3 4	X	X	X	X		
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College, Managing Information Security (E, I, J)- NETg Technical Training Courses (all)- CIP Courses (all)- NSA COMSEC/COMPUSEC/INFOSEC Course (all)- Networking Courses (E, I, J) Work-based: <ul style="list-style-type: none">- Serve as Policy Analyst (E, I, J)- Serve on CNO Staff (J, S)- Develop security plans and/or policies (J, S)- Perform or assist in system security certification and accreditation (I, J)- Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Information Assurance Policy**

3	Competency: Information Systems Security Tools and Techniques	Proficiency:					Level:					Skill Topics:					
<u>Strategic Value:</u> To protect information systems from attack and/or intrusion; to ensure proper access to information systems and their resources.	<u>Learning Objectives:</u> Knowledge of and ability to use basic tools and techniques to protect information systems.	Current					Required					E	I	J	S	Ex	- Authentication & Identification - Files/filesystem security - Encryption/Cryptography - Network security - Network servers - Administration tools - Limiting and monitoring tools - Security software - Computer viruses
		0	1	2	3	4	0	1	2	3	4	X	X	X			
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (all) - NETg Technical Training Courses (all) - CIP Courses (all) - NSA COMSEC/COMPUSEC/INFOSEC Course (all) - Networking Courses (E, I, J) Work-based: - Serve as Policy Analyst (E, I, J) - Serve on CNO Staff (J, S) - Develop security plans and/or policies (J, S) - Perform or assist in system security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>															

Career Area: Information Assurance**Job Role: Information Assurance Policy**

4	Competency: AIS Life Cycle Management	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To ensure adherence to Federal law and DOD Life Cycle regulations in the acquisition, maintenance, operation and disposal of required hardware, support services and other materials.	<u>Learning Objectives:</u> Ability to acquire required hardware, software, support services and other materials.	Current	Required	E	I	J	S	Ex	- Project Planning - AIS Life Cycle Managemen - Security policies, standards, methodologies and tools - Cryptography
		0 1 2 3 4	0 1 2 3 4		X	X	X		
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (I, J) - Information Resources Management College, Information Management Planning (S) - NETg Technical Training Courses (all) - CIP Courses (all) - NSA COMSEC/COMPUSEC/INFOSEC Course (all) - Networking Courses (E, I, J) Work-based: - Serve as Policy Analyst (E, I, J) - Serve on CNO Staff (J, S) - Develop security plans and/or policies (J, S) - Perform or assist in system security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required - Current = Gap Proficiency Proficiency <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Information Assurance Policy**

5	Competency: Risk Assessment and Mitigation		Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To evaluate information systems to identify residual risks to make recommendations to meet the appropriate organizational security requirements.	<u>Learning Objectives:</u> Knowledge of and ability to use methods and tools used for risk assessment and mitigation of risk to information systems and data.	Current 0 1 2 3 4	Required 0 1 2 3 4	E X	I X	J X	S X	Ex X	- Cross functional security disciplines (technical, administrative, personnel, physical) - Risk management policies and procedures - Hardware/software risks and vulnerabilities - Risk management methods and tools	
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (E, I, J) - NETg Technical Training Courses (all) - CIP Courses (all) - NSA COMSEC/COMPUSEC/INFOSEC Course (all) - Networking Courses (E, I, J) Work-based: - Serve as Policy Analyst (E, I, J) - Serve on CNO Staff (J, S) - Develop security plans and/or policies (J, S) - Perform or assist in system security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>								

Career Area: Information Assurance**Job Role: Information Assurance Policy**

6	Competency: Program Management	Proficiency:		Level:					Skill Topics:
		Current	Required	E	I	J	S	Ex	
<u>Strategic Value:</u> To achieve the needed outcomes of a specific program and related projects by ensuring proper management, performance and administration.	<u>Learning Objectives:</u> Knowledge of the required outcomes, functional and political environments, organizations, activities, and constraints affecting a program. Knowledge of project definition and the ability to: relate required results and costs; lead teams that include members not in one's chain of command; apply systematic thinking to develop action plans; develop approaches to satisfy requirements and resolve issues; and ensure overall project quality. A PM has the knowledge and ability to coordinate the work of assigned staff and other functional experts matrixed to support the task.	0 1 2 3 4	0 1 2 3 4			X	X	X	- Program strategic planning - Program role in organization/enterprise - Visionary leadership - Performance assessment - Project integration management - Quality management - Risk management - Financial management
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College: (J, S) --Information Management Planning --Information Technology Acquisition for the CIO --IT Project Management - STAR Program (all) - DAWIA (all) Work-based: - Serve as Contracting Officer's Representative (J, S) - Serve as project engineer or project manager (J)	<u>Gap Assessment:</u> <div style="text-align: center;"> _____ - _____ = _____ Required Current Proficiency Proficiency Gap </div> <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance

Job Role: Information Assurance Policy

7	Competency: Contracting Officers Representative (COR)		Proficiency:		Level:					Skill Topics:
			Current	Required	E	I	J	S	Ex	
<u>Strategic Value:</u> To ensure contractor performance and delivery is in compliance with a given contract.	<u>Learning Objectives:</u> Knowledge of and ability to make technical decisions within the scope of the contract/task; serve as the day-to-day point of contact for contractual matters; assess the technical quality of performed work; approve deliverables for acceptance.	0 1 2 3 4	0 1 2 3 4		X	X	X			- Deliverable item review and approval- Contract types (e.g., IDIQ, cost reimbursable, time and materials, firm fixed price) - Cost reporting - Contract rates - Delivery orders - Other direct costs (ODCs) - Contract Line Items (CLINs) - Contract milestones - Life cycle management - Statements of Work (SOW) - Contract options
	<u>Developmental Opportunities:</u> Learning: - STAR Program (all) - DAWIA (all)	<u>Gap Assessment:</u> <div style="display: flex; justify-content: space-between; align-items: center;"> <div>_____</div> <div>-</div> <div>_____</div> <div>=</div> <div>_____</div> </div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 10px;"> <div>Required Proficiency</div> <div>-</div> <div>Current Proficiency</div> <div>=</div> <div>Gap</div> </div> <u>Gap Mitigation Strategy:</u>								

Career Area: Information Assurance**Job Role: Information Assurance Policy**

8	Competency: Information Assurance		Proficiency:		Level:					Skill Topics:
			Current	Required	E	I	J	S	Ex	
Strategic Value: <i>To acquire, maintain and ensure the security of information systems in an effective, interoperable, scalable, reliable, integrated and affordable fashion.</i>	Learning Objectives: Knowledge of and ability to apply physical access controls, technical security countermeasures, classification and safeguarding of controlled information and operational & industrial security. Ability to validate that appropriate countermeasures are being integrated correctly into program and to ensure that assurance evidence that demonstrates that the system is secure are produced.	0 1 2 3 4 0 1 2 3 4	X	X	X	X	X		- Information Systems Security - National Level IM/IT Policy - Trusted Systems - Discretionary and Mandatory Access Control - Identification and Authentication - Common criteria, DITSCAP - Assurance Evidence	
	Developmental Opportunities: Learning: - NETg Technical Training Courses (all) Work-based: - Partnering with Industry (all)	Gap Assessment: <div style="text-align: center;"> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap </div> Gap Mitigation Strategy:								

Career Area: Information Assurance**Job Role: Information System Security Management**

1	Competency: Information Security/Information Assurance Policy	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To protect National assets and resources; to formulate information systems security policies and recommendations to the Designated Approval Authority (DAA); to guide projects through the life cycle management; to provide user technical assistance; to perform management review, validate security requirements, and meet the DON's requirements within cost and performance requirements.	<u>Learning Objectives:</u> Knowledge of and ability to apply information systems security laws, policies, directives, regulations, guidance and procedures.	Current	Required	E	I	J	S	Ex	- Methods/procedures to identify purchase, distribute, and maintain IM/IT assets in a secure manner - System operations life cycle - Network operations life cycle - System/Network certification process using DoD DAA - Applicable Federal, DoD and DON information resource management policies, laws and regulations - Information System security requirements definition - Federal, DoD and DON life cycle management policies - Cryptography - System/Network vulnerabilities
		0 1 2 3 4	0 1 2 3 4	X	X	X	X	X	
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (E, I, J) - NETg Technical Training Courses (all) - ISA Course (E, I) - NSVT Course (I, J) - NSA COMSEC/COMPUSEC/INFOSEC Course (all) - NSA TEMPEST Course (E, I) - CISM Training Pipeline (all) - Personnel Security Courses (E, I) - Physical Security Courses (E, I) - IAVA Training (E, I) - INFOCON Training (E, I) - EKMS Course (E, I) Work-based: - Serve as/assist Information System Security Officer (J) - Develop security plans and/or policies (J, S) - Conduct/assist system risk assessments (I, J) - Perform/assist in security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required - Current = Gap Proficiency Proficiency <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Information System Security Management**

2	Competency: Information Systems Security Tools and Techniques	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To protect information systems from attack and/or intrusion; to ensure proper access to information systems and their resources.	<u>Learning Objectives:</u> Knowledge of and ability to use tools and techniques to protect information systems.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- Physical and boot security- Authentication- Files/filesystem security- Encryption/Cryptography- Network security- Network servers- Firewalling- IPsec- VPNs- Administration, limiting and monitoring tools- Logging- Attack detection, intrusion testing- Security software- Viruses- Performing backups
		0 1 2 3 4	0 1 2 3 4	X	X	X			
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College, Managing Information Security (all)- NETg Technical Training Courses (all)- ISA Course (E, I)- NSVT Course (I, J)- NSA COMSEC/COMPUSEC/INFOSEC Course (all)- NSA TEMPEST Course (E, I)- CISN Training Pipeline (all)- Personnel Security Courses (E, I)- Physical Security Courses (E, I)- IAVA Training (E, I)- INFOCON Training (E, I)- DITSCAP Course (E) Work-based: <ul style="list-style-type: none">- Serve as or assist Information System Security Officer (J)- Develop security plans and/or policies (J, S)- Conduct or assist in system risk assessments (I, J)- Perform/assist security certification and accreditation (I, J)- Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required - Current = Gap Proficiency Proficiency <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Information System Security Management**

3	Competency: Information Systems Security Operations	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To ensure that security is provided for and implemented throughout the life cycle of an information system and/or network from the concept development phase through the design, development, operation, maintenance, and security disposal phases.	<u>Learning Objectives:</u> Knowledge of and ability to develop, evaluate, coordinate, and disseminate security tools and procedures.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- Information systems modeling methods- Capacity planning- Migration strategy development- Customer information system planning assistance- Customer information system design assistance- Customer information system modification assistance- Change management and control processes- Development and maintenance tools- Release package planning and status accounting- Documentation audits and reviews- Asset management tools- Configuration management history- Human factors practices- Network security issues- Network performance monitoring- Cryptography
		0 1 2 3 4	0 1 2 3 4	X	X	X	X		
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College, Managing Information Security (E, I, J)- NETg Technical Training Courses (all)- ISA Course (E, I)- NSVT Course (I, J)- NSA COMSEC/COMPUSEC/INFOSEC Course (all)- NSA TEMPEST Course (E, I)- CISN Training Pipeline (all)- Personnel Security Courses (E, I)- Physical Security Courses (E, I)- IAVA Training (E, I)- INFOCON Training (E, I) Work-based: <ul style="list-style-type: none">- Serve as/assist Information System Security Officer (J)- Develop security plans and/or policies (J, S)- Conduct or assist in system risk assessments (I, J)- Perform/assist security certification and accreditation (I, J)- Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Information System Security Management**

4	Competency: Program Management	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> <i>To achieve the needed outcomes of a specific program and related projects by ensuring proper management, performance and administration.</i>	<u>Learning Objectives:</u> Knowledge of the required outcomes, functional and political environments, organizations, activities, and constraints affecting a program. Knowledge of project definition and the ability to: relate required results and costs; lead teams that include members not in one's chain of command; apply systematic thinking to develop action plans; develop approaches to satisfy requirements and resolve issues; and ensure overall project quality. A PM has the knowledge and ability to coordinate the work of assigned staff and other functional experts matrixed to support the task.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- Program strategic planning- Program role in organization/enterprise- Visionary leadership- Performance assessment- Project integration management- Quality management- Risk management- Financial management
		0 1 2 3 4	0 1 2 3 4			X	X	X	
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College: (J, S)--Information Management Planning--Information Technology Acquisition for the CIO--IT Project Management- STAR Program (all)- DAWIA (all) Work-based: <ul style="list-style-type: none">- Serve as Contracting Officer's Representative (J, S)- Serve as project engineer or project manager (J)	<u>Gap Assessment:</u> _____ - _____ = _____ Required - Current = Gap Proficiency Proficiency <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Information System Security Management**

5	<u>Competency:</u> Contracting Officers Representative (COR)		<u>Proficiency:</u>		<u>Level:</u>					<u>Skill Topics:</u>
			Current	Required	E	I	J	S	Ex	
<u>Strategic Value:</u> <i>To ensure contractor performance and delivery is in compliance with a given contract.</i>	<u>Learning Objectives:</u> Knowledge of and ability to make technical decisions within the scope of the contract/task; serve as the day-to-day point of contact for contractual matters; assess the technical quality of performed work; approve deliverables for acceptance.	0 1 2 3 4	0 1 2 3 4		X	X	X			- Deliverable item review and approval - Contract types (e.g., IDIQ, cost reimbursable, time and materials, firm fixed price) - Cost reporting - Contract rates - Delivery orders - Other direct costs (ODCs) - Contract Line Items (CLINs) - Contract milestones - Life cycle management - Statements of Work (SOW) - Contract options
	<u>Developmental Opportunities:</u> Learning: - STAR Program (all) - DAWIA (all)	<u>Gap Assessment:</u> <div style="display: flex; justify-content: space-between; align-items: center;"> <div>_____</div> <div>-</div> <div>_____</div> <div>=</div> <div>_____</div> </div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 10px;"> <div>Required Proficiency</div> <div>-</div> <div>Current Proficiency</div> <div>=</div> <div>Gap</div> </div> <u>Gap Mitigation Strategy:</u>								

Career Area: Information Assurance**Job Role: Information System Security Management**

6	Competency: Information Assurance		Proficiency:		Level:					Skill Topics:
			Current	Required	E	I	J	S	Ex	
Strategic Value: <i>To acquire, maintain and ensure the security of information systems in an effective, interoperable, scalable, reliable, integrated and affordable fashion.</i>	Learning Objectives: Knowledge of and ability to apply physical access controls, technical security countermeasures, classification and safeguarding of controlled information and operational & industrial security. Ability to validate that appropriate countermeasures are being integrated correctly into program and to ensure that assurance evidence that demonstrates that the system is secure are produced.	0 1 2 3 4 0 1 2 3 4	X	X	X	X	X		- Information Systems Security - National Level IM/IT Policy - Trusted Systems - Discretionary and Mandatory Access Control - Identification and Authentication - Common criteria, DITSCAP - Assurance Evidence	
	Developmental Opportunities: Learning: - NETg Technical Training Courses (all) Work-based: - Partnering with Industry (all)	Gap Assessment: <div style="text-align: center;"> _____ - _____ = _____ Required Current Proficiency Proficiency Gap </div> Gap Mitigation Strategy:								

Career Area: Information Assurance**Job Role: Information System/Network Security**

1	Competency: Information Systems Security Tools and Techniques	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To protect information systems from attack and/or intrusion; to ensure proper access to information systems and their resources.	<u>Learning Objectives:</u> Knowledge of and ability to use tools and techniques to protect information systems.	Current	Required	E	I	J	S	Ex	- Physical and boot security - Authentication- Files/filesystem security - Encryption/Cryptography - Network security, network servers, firewalling - IPSec - VPNs - Administration tools - Limiting and monitoring tools, logging - Attack detection - Intrusion testing - Security software - Computer viruses - Performing backups
		0 1 2 3 4	0 1 2 3 4	X	X	X			
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security in a Networked Environment (all) - NETg Technical Training Courses (all) - ISA Course (E, I)- NSVT Course (I, J) - NSA COMSEC/COMPUSEC/INFOSEC Course (all) - NSA TEMPEST Course (E, I) - CISN Training Pipeline (all) - Personnel Security Courses (E, I) - Physical Security Courses (E, I) - IAVA Training (E, I) - INFOCON Training (E, I) Work-based: - Serve as/assist Information System Security Officer (J) - Serve as LAN administrator/security administrator (E, I) - Develop security plans/policies (J, S) - Conduct or assist in system risk assessments (I, J) - Perform/assist security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Information System/Network Security**

2	Competency: Information Security/Information Assurance Regulatory	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To protect National assets and resources; to formulate information systems security recommendations to the Designated Approval Authority (DAA); to guide projects through the life cycle management; to provide user technical assistance; to	<u>Learning Objectives:</u> Knowledge of and ability to apply information systems security laws, policies, directives and procedures.	Current	Required	E	I	J	S	Ex	- Methods/procedures to identify purchase, distribute, and maintain IM/IT assets in a secure manner - System operations life cycle - Network operations life cycle - System/Network certification process using DoD DAA - Applicable Federal, DoD and DON information resource management policies, laws and regulations - information System security requirements definition - Federal, DoD and DON life cycle management policies- Cryptography
		0 1 2 3 4	0 1 2 3 4	X	X	X	X	X	
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security in a Networked Environment (E, I, J) - NETg Technical Training Courses - ISA Course - NSVT Course - CISN Training Pipeline - Navy IA Training - IAVA Training - INFOCON Training - NSA TEMPEST course - DITSCAP course Work-based: - Serve as ISSO/ISSM (J) - Serve as LAN administrator/LAN security administrator (E, I) - Develop security plans and/or policies (J, S) - Perform or assist in system security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required - Current = Gap Proficiency Proficiency <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Information System/Network Security**

3	Competency: Risk Assessment and Mitigation	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To evaluate information systems to identify residual risks to make recommendations to meet the appropriate organizational security requirements.	<u>Learning Objectives:</u> Knowledge of and ability to use methods and tools used for risk assessment and mitigation of risk to information systems and data.	Current	Required	E	I	J	S	Ex	- Cross functional security disciplines (technical, administrative, personnel, physical) - Risk management policies and procedures - Hardware/software risks and vulnerabilities - Risk management methods and tools
		0 1 2 3 4	0 1 2 3 4	X	X	X	X	X	
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security in a Networked Environment (E, I, J) - NETg Technical Training Courses (Certification & Accreditation) (all) - NSA TEMPEST Course (E, I) - DITSCAP Course (E) - CISN Training Pipeline (all) - Navy IA Training (E, I, J) - INFOCON Training (E, I) - Disaster Recovery Training (E, I) Work-based: - Serve as ISSO/ISSM (J) - Serve as LAN administrator/security administrator (E, I) - Include AIS security controls during system development (I) - Analyze security software, hardware support tools (I) - Conduct/assist system risk assessments (I, J) - Conduct system vulnerability tests (J) - Perform/assist security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required - Current = Gap Proficiency Proficiency <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Information System/Network Security**

4	Competency: Architecture	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To develop and maintain secure information systems and networks that are effective, interoperable, integrated and affordable.	<u>Learning Objectives:</u> Understanding the operational, systems and technical views of the architecture framework endorsed by DoD, and their application in computer and information systems components.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- OMB Memo M-97-16- C4ISR architecture framework- Process modeling- Data interchange services- Computer systems architecture- System design, including hardware components and configuration- Database management- Distributed processing- Operating Systems- Networks- Systems software- Technical Standards--their role and specific standards in use and adopted by DoD and DON- Cryptographic equipment and systems- DoD Security Architecture (MSL)- Cryptography
		0 1 2 3 4	0 1 2 3 4	X	X	X	X	X	
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College, Managing Information Security in a Networked Environment (E, I, J)- Information Resources Management College, Managing Information Architectures and Infrastructures (all)- NETg Technical Training Courses (all) Work-based: <ul style="list-style-type: none">- Serve as ISSO/ISSM (J)- Serve as LAN administrator/LAN security administrator (E, I)- Include AIS Security controls during system development (I)- Analyze security software, hardware support tools (I)- Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap							
		<u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Information System/Network Security**

5	Competency: Information Systems Security Operations	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To ensure that security is provided for and implemented throughout the life cycle of an information system and/or network from the concept development phase through the design, development, operation, maintenance, and security disposal p	<u>Learning Objectives:</u> Knowledge of and ability to develop, evaluate, coordinate, and disseminate security tools and procedures.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- Information systems modeling methods- Capacity planning- Migration strategy development- Customer IS planning, design and modification assistance- Change management and control processes- Development and maintenance tools- Release package planning and status accounting- Documentation audits and reviews- Asset management tools- Configuration management history- Human factors practices- Network security issues, performance monitoring- Cryptography
		0 1 2 3 4	0 1 2 3 4	X	X	X	X		
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College, Managing Information Security in a Networked Environment (E, I, J)- NETg Technical Training Courses (all)- ISA Course (E, I)- NSVT Course (I, J)- NSA COMSEC/COMPUSEC/INFOSEC Course (all)- NSA TEMPEST Course (E, I)- CISN Training Pipeline (all)- Personnel Security Courses (E, I)- Physical Security Courses (E, I)- IAVA Training (E, I)- INFOCON Training (E, I) Work-based: <ul style="list-style-type: none">- Serve as/assist Information System Security Officer (J)- Serve as LAN administrator/LAN security administrator (E, I)- Develop security plans and/or policies (J, S)- Conduct/assist system risk assessments (I, J)- Perform or assist in system security certification and accreditation (I, J)- Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Information System/Network Security**

6	Competency: Program Management	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> <i>To achieve the needed outcomes of a specific program and related projects by ensuring proper management, performance and administration.</i>	<u>Learning Objectives:</u> Knowledge of the required outcomes, functional and political environments, organizations, activities, and constraints affecting a program. Knowledge of project definition and the ability to: relate required results and costs; lead teams that include members not in one's chain of command; apply systematic thinking to develop action plans; develop approaches to satisfy requirements and resolve issues; and ensure overall project quality. A PM has the knowledge and ability to coordinate the work of assigned staff and other functional experts matrixed to support the task.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- Program strategic planning- Program role in organization/enterprise- Visionary leadership- Performance assessment- Project integration management- Quality management- Risk management- Financial management
		0 1 2 3 4	0 1 2 3 4			X	X	X	
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College: (J, S)--Information Management Planning--Information Technology Acquisition for the CIO--IT Project Management- STAR Program (all)- DAWIA (all) Work-based: <ul style="list-style-type: none">- Serve as Contracting Officer's Representative (J, S)- Serve as project engineer or project manager (J)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Information System/Network Security**

7	<u>Competency:</u> Contracting Officers Representative (COR)		<u>Proficiency:</u>		<u>Level:</u>					<u>Skill Topics:</u>
			Current	Required	E	I	J	S	Ex	
<u>Strategic Value:</u> To ensure contractor performance and delivery is in compliance with a given contract.	<u>Learning Objectives:</u> Knowledge of and ability to make technical decisions within the scope of the contract/task; serve as the day-to-day point of contact for contractual matters; assess the technical quality of performed work; approve deliverables for acceptance.		0 1 2 3 4	0 1 2 3 4		X	X	X		- Deliverable item review and approval - Contract types (e.g., IDIQ, cost reimbursable, time and materials, firm fixed price) - Cost reporting - Contract rates - Delivery orders - Other direct costs (ODCs) - Contract Line Items (CLINs) - Contract milestones - Life cycle management - Statements of Work (SOW) - Contract options
	<u>Developmental Opportunities:</u> Learning: - STAR Program (all) - DAWIA (all)	<u>Gap Assessment:</u> <div style="text-align: center;"> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap </div> <u>Gap Mitigation Strategy:</u>								

Career Area: Information Assurance**Job Role: Information System/Network Security**

8	Competency: Information Assurance		Proficiency:		Level:					Skill Topics:
			Current	Required	E	I	J	S	Ex	
Strategic Value: <i>To acquire, maintain and ensure the security of information systems in an effective, interoperable, scalable, reliable, integrated and affordable fashion.</i>	Learning Objectives: Knowledge of and ability to apply physical access controls, technical security countermeasures, classification and safeguarding of controlled information and operational & industrial security. Ability to validate that appropriate countermeasures are being integrated correctly into program and to ensure that assurance evidence that demonstrates that the system is secure are produced.	0 1 2 3 4 0 1 2 3 4	X	X	X	X	X		- Information Systems Security - National Level IM/IT Policy - Trusted Systems - Discretionary and Mandatory Access Control - Identification and Authentication - Common criteria, DITSCAP - Assurance Evidence	
	Developmental Opportunities: Learning: - NETg Technical Training Courses (all) Work-based: - Partnering with Industry (all)	Gap Assessment: <div style="text-align: center;"> _____ - _____ = _____ Required Current Proficiency Proficiency Gap </div> Gap Mitigation Strategy:								

Career Area: Information Assurance**Job Role: Project Management**

1	Competency: Systems Development	Proficiency:		Level:					Skill Topics:
		Current	Required	E	I	J	S	Ex	
<u>Strategic Value:</u> <i>To ensure that systems being developed meet functional requirements, are maintainable, secure, reliable, recoverable, on schedule and within cost.</i>	<u>Learning Objectives:</u> Knowledge of and ability to apply traditional and emerging design methodologies and programming services for developing information technology products and systems.	0 1 2 3 4	0 1 2 3 4			X	X		- DoD policies and guidelines - Database architecture and DBMS - Configuration management - Network architecture and software - Open systems and standards - CASE methodology and tools - Operating systems - Programming languages and coding - Object-oriented technology - Software, hardware and system testing - Quality assurance - Business Process Reengineering - Software reuse- Software metrics - Common criteria, DITSCAP
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (J) - NETg Technical Training Courses (all) - DAWIA systems engineering courses (all) Work-based: - Include AIS Security controls during system development (J) - Analyze security software, hardware support tools (J) - Partnering with Industry (all) - Technical work in systems development (all)	<u>Gap Assessment:</u> <div style="text-align: center;"> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap </div> <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Project Management**

2	Competency: Systems Acquisition	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To ensure the organization's products and services reflect scalable customer requirements, both cost and technical, in a competitive environment, and to ensure these requirements are met through the acquisition process.	<u>Learning Objectives:</u> Knowledge of and ability to apply Federal, DoD and DON acquisition management guidance and analytical methods to formally plan, organize, direct and control the program and project acquisition process.	Current	Required	E	I	J	S	Ex	- Procurement processes - Acquisition documentation - Life-cycle management - Economic analysis principles - Activity-based costing - DoD, DON budget and procurement processes - BPR methodologies, metrics, tools, and techniques - Plan and budgetary document development to support requirements - Metrics and performance analysis - Acquisition, Distribution and Disposal - Federal laws and DoD, DON regulations
		0 1 2 3 4	0 1 2 3 4			X	X	X	
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (J) - NETg Technical Training Courses (all) - DAWIA program management courses (all) - Information Resources Management College, Information Management Planning (all) - Information Resources Management College, Information Technology Acquisition for the CIO (S, Ex) Work-based: - Include AIS Security controls during system development (J) - Analyze security software, hardware support tools (J) - Partnering with Industry (all) - Experience in acquisition programs (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Project Management**

3	Competency: Information Resource Management	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To ensure organization information resources are a strategic asset that will provide the backbone of DON information needs by utilizing information resource assets in the most advantageous manner.	<u>Learning Objectives:</u> Knowledge of and ability to manage information, information systems and related resources according to Federal laws and DoD, DON regulations.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- Information management- Information systems management- Related resource management- Project, program, contract and life-cycle management- Information resource management regulations, policies and procedures- Computer products and services analysis- Cost-benefit/economic analysis- Configuration management- Life-cycle cost analysis- Customer service
		0 1 2 3 4	0 1 2 3 4			X	X	X	
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College, Managing Information Security (J)- NETg Technical Training Courses (all)- Information Resources Management College, Information Management Planning (all)- Information Resources Management College, Information Technology Acquisition for the CIO (S, Ex) Work-based: <ul style="list-style-type: none">- Include AIS Security controls during system development (J)- Analyze security software, hardware support tools (J)- Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Project Management**

4	Competency: Risk Management	Proficiency:					Level:					Skill Topics:					
<u>Strategic Value:</u> To evaluate information systems to identify residual risks to make recommendations to meet the appropriate organizational security requirements.	<u>Learning Objectives:</u> Knowledge of and ability to use methods and tools used for risk assessment and mitigation of risk to information systems and data.	Current					Required					E	I	J	S	Ex	- Cross functional security disciplines (technical, administrative, personnel, physical) - Risk management policies and procedures - Hardware/software risks and vulnerabilities - Risk management methods and tools
		0	1	2	3	4	0	1	2	3	4	X	X	X	X	X	
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (E, I, J) - NETg Technical Training Courses (Certification & Accreditation) (all) - NSA TEMPEST Course (E, I) - DITSCAP Course (E) - CISN Training Pipeline (all) - Navy IA Training (E, I, J) - INFOCON Training (E, I) - Disaster Recovery Training (E, I) Work-based: - Include AIS security controls during system development (I) - Analyze security software, hardware support tools (I) - Conduct or assist in system risk assessments (I, J) - Conduct system vulnerability tests (J) - Perform or assist in system security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>															

Career Area: Information Assurance**Job Role: Project Management**

5	Competency: Business Development	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To sustain the structure and operations of the organization within projected cost and revenue, and to ensure requirements for planned growth and technology insertion are met with adequate capital investment resources.	<u>Learning Objectives:</u> Knowledge of and ability to apply financial management, cost and revenue projections, business cases, plans, methods, practices, policies and procedures, industry trends and market surveys, justifications, approvals, determinations and findings.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- Marketing- Customer business requirements- Competitive proposal preparation and presentation- Customer service- Business case analysis- Stakeholder mediation
		0 1 2 3 4	0 1 2 3 4			X	X		
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College, Managing Information Security (J)- NETg Technical Training Courses (all)- Information Resources Management College, Information Management Planning (all)- Information Resources Management College, Information Technology Acquisition for the CIO (S)- Managerial Accounting Course (all)- Financial management course (all) Work-based: <ul style="list-style-type: none">- Include AIS Security controls during system development (J)- Analyze security software, hardware support tools (J)- Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Project Management**

6	Competency: Quality Assurance	Proficiency:					Level:					Skill Topics:					
<u>Strategic Value:</u> To design, develop and deploy high quality systems by employing tools and methods that manage the system evolution.	<u>Learning Objectives:</u> Knowledge of and ability to apply principles, methods and tools of quality assurance; includes translating functional requirements into technical requirements used for logical design or presenting alternative technologies or approaches.	Current					Required					E	I	J	S	Ex	- Stakeholder requirements - Testing processes and procedures - OT&E - DT&E - IV&V - Performance measurement - Software metrics - Design reviews
		0	1	2	3	4	0	1	2	3	4	X	X	X	X		
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (E, I, J) - NETg Technical Training courses (all) - Center for Quality Management courses (all) Work-based: - Include AIS Security controls during system development (I) - Analyze security software, hardware support tools (I) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>															

Career Area: Information Assurance**Job Role: Project Management**

7	Competency: Configuration Management	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To ensure sound configuration management processes are established for information systems, to document mission support software and systems and to manage the configuration of existing networks.	<u>Learning Objectives:</u> Knowledge of and ability to identify, track (status accounting), control, and document information and physical characteristics of an information system or product (including documentation during a system's life cycle).	Current	Required	E	I	J	S	Ex	- Configuration management tools and methods - Tracking (status accounting), controlling and documenting information and physical characteristics of an information system or product - Configuration reviews and functional and physical auditing - DoD policies and guidelines - Protection of software (trusted)
		0 1 2 3 4	0 1 2 3 4			X	X		
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (J) - NETg Technical Training Courses (all) - Information Resources Management College, Managing Information Architectures and Infrastructures (all) Work-based: - Include AIS Security controls during system development (J) - Analyze security software, hardware support tools (J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Project Management**

8	Competency: Program Management	Proficiency:		Level:					Skill Topics:
		Current	Required	E	I	J	S	Ex	
<u>Strategic Value:</u> To achieve the needed outcomes of a specific program and related projects by ensuring proper management, performance and administration.	<u>Learning Objectives:</u> Knowledge of the required outcomes, functional and political environments, organizations, activities, and constraints affecting a program. Knowledge of project definition and the ability to: relate required results and costs; lead teams that include members not in one's chain of command; apply systematic thinking to develop action plans; develop approaches to satisfy requirements and resolve issues; and ensure overall project quality. A PM has the knowledge and ability to coordinate the work of assigned staff and other functional experts matrixed to support the task.	0 1 2 3 4	0 1 2 3 4			X	X	X	- Program strategic planning - Program role in organization/enterprise - Visionary leadership - Performance assessment - Project integration management - Quality management - Risk management - Financial management
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College: (J, S) --Information Management Planning --Information Technology Acquisition for the CIO --IT Project Management- STAR Program (all) - DAWIA (all) Work-based: - Serve as Contracting Officer's Representative (J, S) - Serve as project engineer or project manager (J)	<u>Gap Assessment:</u> <div style="text-align: center;"> _____ - _____ = _____ Required Current Proficiency Proficiency Gap </div> <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Project Management**

9	<u>Competency:</u> Contracting Officers Representative (COR)		<u>Proficiency:</u>		<u>Level:</u>					<u>Skill Topics:</u>
			Current	Required	E	I	J	S	Ex	
<u>Strategic Value:</u> <i>To ensure contractor performance and delivery is in compliance with a given contract.</i>	<u>Learning Objectives:</u> Knowledge of and ability to make technical decisions within the scope of the contract/task; serve as the day-to-day point of contact for contractual matters; assess the technical quality of performed work; approve deliverables for acceptance.	0 1 2 3 4	0 1 2 3 4		X	X	X			- Deliverable item review and approval - Contract types (e.g., IDIQ, cost reimbursable, time and materials, firm fixed price) - Cost reporting - Contract rates - Delivery orders - Other direct costs (ODCs) - Contract Line Items (CLINs) - Contract milestones - Life cycle management - Statements of Work (SOW) - Contract options
	<u>Developmental Opportunities:</u> Learning: - STAR Program (all) - DAWIA (all)	<u>Gap Assessment:</u> <div style="text-align: center;"> _____ - _____ = _____ Required Current Proficiency Proficiency Gap </div> <u>Gap Mitigation Strategy:</u>								

Career Area: Information Assurance**Job Role: Project Management**

10	Competency: Information Assurance		Proficiency:		Level:					Skill Topics:										
			Current	Required	E	I	J	S	Ex											
<u>Strategic Value:</u> <i>To acquire, maintain and ensure the security of information systems in an effective, interoperable, scalable, reliable, integrated and affordable fashion.</i>			<u>Learning Objectives:</u> Knowledge of and ability to apply physical access controls, technical security countermeasures, classification and safeguarding of controlled information and operational & industrial security. Ability to validate that appropriate countermeasures are being integrated correctly into program and to ensure that assurance evidence that demonstrates that the system is secure are produced.		0	1	2	3	4	0	1	2	3	4	X	X	X	X	X	- Information Systems Security - National Level IM/IT Policy - Trusted Systems - Discretionary and Mandatory Access Control - Identification and Authentication - Common criteria, DITSCAP - Assurance Evidence
<u>Developmental Opportunities:</u> Learning: - NETg Technical Training Courses (all) Work-based: - Partnering with Industry (all)			<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>																	

Career Area: Information Assurance**Job Role: Research and Development**

1	Competency: Basic Research	Proficiency:		Level:					Skill Topics:
		Current	Required	E	I	J	S	Ex	
<u>Strategic Value:</u> To conduct basic research to support future DON information systems.	<u>Learning Objectives:</u> Knowledge of and ability to conduct cutting edge research and apply it to future DON needs.	0 1 2 3 4	0 1 2 3 4			X	X		- Publications and technical writing - Literature searches - Cooperative Research and Development Agreements (CRADAs) - Technical speech and presentation - Proposal development
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (J) - Classes for background as needed for new research topics (all) Work-based: - Conferences, workshops, presenting papers (all) - Professional study, journals (all) - Professional association membership (all) - Program Chair / Committees (all) - Dissertation committees (all) - Organizational trends (S, Ex) - Evaluating proposals (S, Ex)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Research and Development**

2	Competency: Applied Research		Proficiency:		Level:					Skill Topics:									
	Current	Required	E	I	J	S	Ex												
<u>Strategic Value:</u> To apply basic research in support of future DON information systems.	<u>Learning Objectives:</u> Knowledge of and ability to conduct and apply cutting edge research and apply it to future DON needs.		0	1	2	3	4	0	1	2	3	4							- Requirements analysis - Customer functional and infrastructure analysis - Customer information management - Customer requirements - Converting research into prototype systems - Transitioning from prototype systems to engineering development models - Test & Evaluation - Product design - Systems integration - CRADAs - Liaison with universities, industry
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (J) Work-based: - Conferences, workshops, presenting papers (all) - Professional study, journals (all) - Professional association membership (all) - Program Chair / Committees (all) - Dissertation committees (all) - Organizational trends (S, Ex) - Evaluating proposals (S, Ex) - Investigate potential applications (all)		<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>																

Career Area: Information Assurance**Job Role: Research and Development**

3	Competency: Advanced Concept Technology Demonstration	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> <i>To develop prototypes of advanced technology for use in future DON information systems.</i>	<u>Learning Objectives:</u> Knowledge of and ability to apply cutting edge research into advanced concept technology demonstrations.	Current	Required	E	I	J	S	Ex	- Demonstrations and validation - Customer requirements and support - Training - Graphical User Interface improvement - Incremental development - System integration and management - Proposal development
		0 1 2 3 4	0 1 2 3 4	X	X	X	X		
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (E, I, J) Work-based: - Conferences, workshops, presenting papers (all) - Professional study, journals (all) - Professional association membership (all) - Program Chair / Committees (all) - Dissertation committees (all) - Organizational trends (S, Ex) - Evaluating proposals (S, Ex) - Investigate potential applications (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Research and Development**

4	Competency: Requirements Analysis	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To ensure stakeholder (e.g. customers, end-users) requirements are incorporated in the systems engineering of information systems.	<u>Learning Objectives:</u> Knowledge of and ability to analyze, identify, specify and manage functional and infrastructure requirements needed to achieve customer, organization and DON goals.	Current	Required	E	I	J	S	Ex	- DoD mission, organization and roles - DoD Components' (Services and Agencies) missions, organizations and roles - Unified Command structure, mission and roles - Mission support requirements - Analysis tools and methods - Stakeholder requirements - Operations and logistics requirements - Security requirements
		0 1 2 3 4	0 1 2 3 4	X	X	X	X		
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (E, I, J) - NETg Technical Training Courses (all) - Attend course on Requirements Specification (E, I) Work-based: - Serve as an Information System Security Officer (ISSO) or assist the ISSO (J) - Analyze security software, hardware support tools (I) - Conduct or assist in system risk assessments (I, J) - Conduct system vulnerability tests (J) - Partnering with Industry (all) - Work on specification writing team (E, I, J)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Research and Development**

5	Competency: Modeling and Simulation	Proficiency:					Level:					Skill Topics:					
<u>Strategic Value:</u> To evaluate and assess evolving information systems and to ensure greater efficiency, improved service, and cost effective operations.	<u>Learning Objectives:</u> Knowledge of and ability to apply modeling and simulation tools and techniques to characterize systems of interest, to support decisions involving requirements, to evaluate design alternatives, to support training, or to support operational preparation.	Current					Required					E	I	J	S	Ex	<ul style="list-style-type: none">- Analytic modeling (includes methods and tools)- Time-step simulation- Event-step simulation- Trace capture/playback- Remote terminal emulation- Database sampling- Test data generators- Protocols for federated models (e.g., DIS, ALSP, HLA)- Simulation-based design
		0	1	2	3	4	0	1	2	3	4	X	X	X	X		
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College, Managing Information Security (E, I, J)- NETg Technical Training Courses (all)- Attend M&S conferences (I, J) Work-based: <ul style="list-style-type: none">- Serve as an Information System Security Officer (ISSO) or assist the ISSO (J)- Analyze security software, hardware support tools (I)- Conduct or assist in system risk assessments (I, J)- Conduct system vulnerability tests (J)- Partnering with Industry (all)- Visiting other DoD/civilian sites to learn about modeling and simulation (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>															

Career Area: Information Assurance**Job Role: Research and Development**

6	Competency: Program Management	Proficiency:		Level:					Skill Topics:
		Current	Required	E	I	J	S	Ex	
<u>Strategic Value:</u> <i>To achieve the needed outcomes of a specific program and related projects by ensuring proper management, performance and administration.</i>	<u>Learning Objectives:</u> Knowledge of the required outcomes, functional and political environments, organizations, activities, and constraints affecting a program. Knowledge of project definition and the ability to: relate required results and costs; lead teams that include members not in one's chain of command; apply systematic thinking to develop action plans; develop approaches to satisfy requirements and resolve issues; and ensure overall project quality. A PM has the knowledge and ability to coordinate the work of assigned staff and other functional experts matrixed to support the task.	0 1 2 3 4	0 1 2 3 4			X	X	X	- Program strategic planning - Program role in organization/enterprise - Visionary leadership - Performance assessment - Project integration management - Quality management - Risk management - Financial management
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College: (J, S) --Information Management Planning --Information Technology Acquisition for the CIO --IT Project Management - STAR Program (all) - DAWIA (all) Work-based: - Serve as Contracting Officer's Representative (J, S) - Serve as project engineer or project manager (J)	<u>Gap Assessment:</u> <div style="text-align: center;"> _____ - _____ = _____ Required Current Proficiency Proficiency Gap </div> <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Research and Development**

7	Competency: Contracting Officers Representative (COR)		Proficiency:		Level:					Skill Topics:
			Current	Required	E	I	J	S	Ex	
<u>Strategic Value:</u> <i>To ensure contractor performance and delivery is in compliance with a given contract.</i>	<u>Learning Objectives:</u> Knowledge of and ability to make technical decisions within the scope of the contract/task; serve as the day-to-day point of contact for contractual matters; assess the technical quality of performed work; approve deliverables for acceptance.		0 1 2 3 4	0 1 2 3 4		X	X	X		- Deliverable item review and approval - Contract types (e.g., IDIQ, cost reimbursable, time and materials, firm fixed price) - Cost reporting - Contract rates - Delivery orders - Other direct costs (ODCs) - Contract Line Items (CLINs) - Contract milestones - Life cycle management - Statements of Work (SOW) - Contract options
	<u>Developmental Opportunities:</u> Learning: - STAR Program (all) - DAWIA (all)	<u>Gap Assessment:</u> <div style="text-align: center;"> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap </div> <u>Gap Mitigation Strategy:</u>								

Career Area: Information Assurance**Job Role: Research and Development**

8	Competency: Information Assurance		Proficiency:		Level:					Skill Topics:
			Current	Required	E	I	J	S	Ex	
Strategic Value: <i>To acquire, maintain and ensure the security of information systems in an effective, interoperable, scalable, reliable, integrated and affordable fashion.</i>	Learning Objectives: Knowledge of and ability to apply physical access controls, technical security countermeasures, classification and safeguarding of controlled information and operational & industrial security. Ability to validate that appropriate countermeasures are being integrated correctly into program and to ensure that assurance evidence that demonstrates that the system is secure are produced.	0 1 2 3 4 0 1 2 3 4	X	X	X	X	X		- Information Systems Security - National Level IM/IT Policy - Trusted Systems - Discretionary and Mandatory Access Control - Identification and Authentication - Common criteria, DITSCAP - Assurance Evidence	
	Developmental Opportunities: Learning: - NETg Technical Training Courses (all) Work-based: - Partnering with Industry (all)	Gap Assessment: <div style="text-align: center;"> _____ - _____ = _____ Required Current Proficiency Proficiency Gap </div> Gap Mitigation Strategy:								

Career Area: Information Assurance**Job Role: Risk Management**

1	Competency: Risk Assessment and Mitigation		Proficiency:		Level:					Skill Topics:					
<u>Strategic Value:</u> To evaluate information systems to identify residual risks to make recommendations to meet the appropriate organizational security requirements.	<u>Learning Objectives:</u> Knowledge of and ability to use methods and tools used for risk assessment and mitigation of risk to information systems and data.	Current	Required				E	I	J	S	Ex	- Cross functional security disciplines (technical, administrative, personnel, physical) - Risk management policies and procedures - Hardware/software risks and vulnerabilities - Risk management methods and tools			
		0	1	2	3	4	0	1	2	3	4		X	X	X
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (E, I, J) - NETg Technical Training Courses (Certification & Accreditation) (all) - NSA TEMPEST Course (E, I) - DITSCAP Course (E) - CISN Training Pipeline (all) - Navy IA Training (E, I, J) - INFOCON Training (E, I) - Disaster Recovery Training (E, I) Work-based: - Include AIS security controls during system development (I) - Analyze security software, hardware support tools (I) - Conduct or assist in system risk assessments (I, J) - Conduct system vulnerability tests (J) - Perform or assist in system security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>													

Career Area: Information Assurance**Job Role: Risk Management**

2	Competency: Vulnerability Assessment Tools and Techniques	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To assess the risk to information systems and networks from attack and/or intrusion; to recommend safeguards and protections to manage and mitigate risks.	<u>Learning Objectives:</u> Knowledge of and ability to use tools and techniques for assessing risks to information systems.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- Cryptography- System/Network vulnerabilities- Commercial assessment tools and products- Logical network traffic requirements- Physical network vulnerabilities- Authentication, Authorization, and Accounting Requirements- Firewall Recommendations- Remote Access Verifications Requirements- Internet Access Security Solutions- Vulnerability Testing
		0 1 2 3 4	0 1 2 3 4	X	X	X			
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College, Managing Information Security (all)- NETg Technical Training Courses (all)- ISA Course (E, I)- NSVT Course (I, J)- NSA COMSEC/COMPUSEC/INFOSEC Course (all)- NSA TEMPEST Course (E, I)- CISM Training Pipeline (All)- Personnel Security Courses (E, I)- Physical Security Courses (E, I)- IAVA Training (E, I)- INFOCON Training (E, I)- DITSCAP Course (E) Work-based: <ul style="list-style-type: none">- Serve as/assist Information System Security Officer (J)- Develop security plans and/or policies (J, S)- Conduct/assist in system risk assessments (I, J)- Perform/ assist security certification and accreditation (I, J)- Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required - Current = Gap Proficiency Proficiency <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Risk Management**

3	Competency: Information Systems Security Certification	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To develop certification and accreditation plans and procedures, document deficiencies, report corrective actions, and recommend changes to improve the security of information systems; to serve as the test director in the execution of test procedures; to determine inherent risks in system design and existing countermeasures; to improve efficiency and productivity of information systems; to interpret National, DOD and DON information security policies; to ensure information systems that are developed, procured, and installed adhere to information security standards and regulations.	<u>Learning Objectives:</u> Knowledge of and ability to provide technical evaluation of information systems security features and other safeguards (in the support of the accreditation process) to establish the extent to which a particular information system design and implementation meets a set of specified security requirements.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- Risk assessment process, residual risk assessment- Certification Report of Findings- Accreditation recommendation development- Technical features and security protection requirements for information systems and networks- Security documentation, procedures and requirements for information systems and networks- Technical reports- Communications- Automated information systems processing- Communications Security (COMSEC)- Data security management- Emissions security (TEMPEST)- Telecommunications security practices- Information systems security compliance reviews- Certification and accreditation planning- Security test and evaluation plans and procedures- Risk analysis for new/legacy IM/IT systems/networks- Life cycle management documentation- Commercial hardware/software technical studies- Product procurement documentation- Performance measurement studies- Operational requirements- Cryptography
	0 1 2 3 4	0 1 2 3 4	X	X	X	X	X		
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- IRMC, Managing Information Security (E, I, J)- NETg Technical Training Courses- ISA Course, NSVT Course- NSA COMSEC/COMPUSEC/INFOSEC Course- NSA TEMPEST Course- CISM Training Pipeline- Personnel Security Courses- Physical Security Courses- IAVA Training- INFOCON Training Work-based: <ul style="list-style-type: none">- Serve as the DAA/Certification Authority (S, Ex)- Serve as the ISSM or NSM (J, S)- Serve as or assist an Info System Security Officer (I, J)- Serve as NSO or TASO (E, I)- Develop security plans and/or policies (J, S)- Conduct/assist system risk assessments (I, J)- Perform/assist certification/accreditation (I, J)- Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Risk Management**

4	Competency: Information Security/Information Assurance Policy	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To protect National assets and resources; to formulate information systems security policies and recommendations to the Designated Approval Authority (DAA); to guide projects through the life cycle management; to provide user technical assistance; to perform management review, validate security requirements, and meet the DON's requirements within cost and performance requirements.	<u>Learning Objectives:</u> Knowledge of and ability to apply information systems security laws, policies, directives, regulations, guidance and procedures.	Current	Required	E	I	J	S	Ex	- Methods/procedures to identify purchase, distribute, and maintain IM/IT assets in a secure manner - System operations life cycle - Network operations life cycle - System/Network certification process using DoD DAA - Applicable Federal, DoD and DON information resource management policies, laws and regulations - Information System security requirements definition - Federal, DoD and DON life cycle management policies - Cryptography - System/Network vulnerabilities
		0 1 2 3 4	0 1 2 3 4	X	X	X	X	X	
	<u>Developmental Opportunities:</u> Learning: - Information Resources Management College, Managing Information Security (E, I, J) - NETg Technical Training Courses (all) - ISA Course (E, I) - NSVT Course (I, J) - NSA COMSEC/COMPUSEC/INFOSEC Course (all) - NSA TEMPEST Course (E, I) - CISN Training Pipeline (all) - Personnel Security Courses (E, I) - Physical Security Courses (E, I) - IAVA Training (E, I) - INFOCON Training (E, I) - DITSCAP Course (E) Work-based: - Serve as/assist Information System Security Officer (J) - Develop security plans and/or policies (J, S) - Conduct or assist in system risk assessments (I, J) - Perform/assist security certification and accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required - Current = Gap Proficiency Proficiency <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Risk Management**

5	Competency: Contingency and Disaster Recovery Tools and Techniques	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To restore information systems, networks and data to normal operations following contingencies, attacks and/or intrusion.	<u>Learning Objectives:</u> Knowledge of and ability to use tools and techniques to restore information systems, networks and data to a normal state following a contingency, attack and/or intrusion.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- Contingency/Recovery Plans- Crisis Communications- Data Backup Procedures- Computer viruses and protection- Operating Systems- Network Topologies- Vulnerability Assessment- Threat Remediation and Mitigation- Incident Response Management- Information Infrastructure Loss Reconstitution
		0 1 2 3 4	0 1 2 3 4	X	X	X			
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College, Managing Information Security (all)- NETg Technical Training Courses (all)- CIP Courses (all)- ISA Course (E, I)- NSVT Course (I, J)- NSA COMSEC/COMPUSEC/INFOSEC Course (all)- NSA TEMPEST Course (E, I)- CISN Training Pipeline (All)- Personnel, Physical Security Courses (E, I)- IAVA Training (E, I)- INFOCON Training (E, I)- DITSCAP Course (E) Work-based: <ul style="list-style-type: none">- Serve as/assist Information System Security Officer (J)- Develop security plans and/or policies (J, S)- Conduct/assist in system risk assessments (I, J)- Perform/assist security certification/accreditation (I, J)- Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required - Current = Gap Proficiency Proficiency <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Risk Management**

6	Competency: Architecture	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> To develop and maintain secure information systems and networks that are effective, interoperable, integrated and affordable.	<u>Learning Objectives:</u> Understanding the operational, systems and technical views of the architecture framework endorsed by DoD, and their application in computer and information systems components.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- OMB Memo M-97-16- C4ISR architecture framework- Process modeling- Data interchange services- Computer systems architecture- System design, including hardware components and configuration- Database management- Distributed processing- Operating Systems- Networks- Systems software- Technical Standards--their role and specific standards in use and adopted by DoD and DON- Cryptographic equipment and systems- DoD Security Architecture (MSL)- Cryptography
		0 1 2 3 4	0 1 2 3 4	X	X	X	X	X	
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- NETg Technical Training Courses (all)- Information Resources Management College, Managing Information Security (E, I, J)- Information Resources Management College, Managing Information Architectures and Infrastructures (all) Work-based: <ul style="list-style-type: none">- Include AIS Security controls during system development (I)- Analyze security software, hardware support tools (I)- Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap							
		<u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Risk Management**

7	Competency: Network/Systems Security Operations	Proficiency:		Level:					Skill Topics:						
<u>Strategic Value:</u> To protect and restore the security of information systems and network services and capabilities; identify and eliminate information systems vulnerabilities to inadvertent disclosure, modification, destruction, or denial of service.	<u>Learning Objectives:</u> Knowledge of and ability to develop, evaluate, coordinate and disseminate security tools and procedures.	Current		Required		E	I	J	S	Ex	- Security operations Techniques and procedures - Troubleshooting - Requirements Documentation - Systems Analysis - Standard Data Elements and Codes - Cryptography				
		0	1	2	3	4	0	1	2	3		4	X	X	X
	<u>Developmental Opportunities:</u> Learning: - NETg Technical Training Courses (all) - Information Resources Management College, Managing Information Security in a Networked Environment (all) Work-based: - Serve as an Information System Security Officer (ISSO) or assist the ISSO (J) - Analyze security software, hardware support tools (I) - Conduct or assist in system risk assessments (I, J) - Conduct system vulnerability tests (J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>													

Career Area: Information Assurance**Job Role: Risk Management**

8	Competency: AIS Life Cycle Management	Proficiency:		Level:					Skill Topics:
		Current	Required	E	I	J	S	Ex	
Strategic Value: <i>To ensure adherence to Federal law and DOD Life Cycle regulations in the acquisition, maintenance, operation and disposal of required hardware, support services and other materials.</i>	Learning Objectives: Ability to acquire required hardware, software, support services and other materials.	0 1 2 3 4	0 1 2 3 4		X	X	X		- Project Planning - AIS Life Cycle Management - Security policies, standards, methodologies, tools - Cryptography
	Developmental Opportunities: Learning: - NETg Technical Training Courses (all) - Information Resources Management College, Managing Information Security (I, J) - Information Resources Management College, Information Management Planning (S) Work-based: - Develop security plans and/or policies (J, S) - Perform or assist in system security certification and accreditation (I, J) - Partnering with Industry (all)	Gap Assessment: <div style="text-align: center;"> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap </div>					Gap Mitigation Strategy:		

Career Area: Information Assurance**Job Role: Risk Management**

9	Competency: Program Management	Proficiency:		Level:					Skill Topics:
<u>Strategic Value:</u> <i>To achieve the needed outcomes of a specific program and related projects by ensuring proper management, performance and administration.</i>	<u>Learning Objectives:</u> Knowledge of the required outcomes, functional and political environments, organizations, activities, and constraints affecting a program. Knowledge of project definition and the ability to: relate required results and costs; lead teams that include members not in one's chain of command; apply systematic thinking to develop action plans; develop approaches to satisfy requirements and resolve issues; and ensure overall project quality. A PM has the knowledge and ability to coordinate the work of assigned staff and other functional experts matrixed to support the task.	Current	Required	E	I	J	S	Ex	<ul style="list-style-type: none">- Program strategic planning- Program role in organization/enterprise- Visionary leadership- Performance assessment- Project integration management- Quality management- Risk management- Financial management
		0 1 2 3 4	0 1 2 3 4			X	X	X	
	<u>Developmental Opportunities:</u> Learning: <ul style="list-style-type: none">- Information Resources Management College: (J, S)--Information Management Planning--Information Technology Acquisition for the CIO--IT Project Management- STAR Program (all)- DAWIA (all) Work-based: <ul style="list-style-type: none">- Serve as Contracting Officer's Representative (J, S)- Serve as project engineer or project manager (J)	<u>Gap Assessment:</u> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap <u>Gap Mitigation Strategy:</u>							

Career Area: Information Assurance**Job Role: Risk Management**

10	<u>Competency:</u> Contracting Officers Representative (COR)		<u>Proficiency:</u>		<u>Level:</u>					<u>Skill Topics:</u>
			Current	Required	E	I	J	S	Ex	
<u>Strategic Value:</u> To ensure contractor performance and delivery is in compliance with a given contract.	<u>Learning Objectives:</u> Knowledge of and ability to make technical decisions within the scope of the contract/task; serve as the day-to-day point of contact for contractual matters; assess the technical quality of performed work; approve deliverables for acceptance.		0 1 2 3 4	0 1 2 3 4		X	X	X		- Deliverable item review and approval - Contract types (e.g., IDIQ, cost reimbursable, time and materials, firm fixed price) - Cost reporting - Contract rates - Delivery orders - Other direct costs (ODCs) - Contract Line Items (CLINs) - Contract milestones - Life cycle management - Statements of Work (SOW) - Contract options
	<u>Developmental Opportunities:</u> Learning: - STAR Program (all) - DAWIA (all)	<u>Gap Assessment:</u> <div style="text-align: center;"> _____ - _____ = _____ Required Proficiency - Current Proficiency = Gap </div> <u>Gap Mitigation Strategy:</u>								

Career Area: Information Assurance**Job Role: Risk Management**

11	Competency: Information Assurance	Proficiency:					Level:					Skill Topics:					
<u>Strategic Value:</u> To maintain and ensure the security of information systems in an effective, interoperable, scalable, reliable, integrated and affordable fashion.	<u>Learning Objectives:</u> Knowledge of and ability to apply physical access controls, technical security countermeasures, classification and safeguarding of controlled information and operational & industrial security.	Current					Required					E	I	J	S	Ex	- Information Systems Security - Systems Analysis - Systems Operation - Systems Evaluation - Systems Certification - Countermeasures - Internal and External Technical Advisement - National Level IM/IT Policy - Cryptography
		0	1	2	3	4	0	1	2	3	4	X	X	X	X		
	<u>Developmental Opportunities:</u> Learning: - NETg Technical Training Courses (all) - Information Resources Management College, Managing Information Security (E, I, J) - DITSCAP Course (E) Work-based: - Serve as an Information System Security Officer (ISSO) or assist the ISSO (J) - Develop security plans and/or policies (J, S) - Analyze security software, hardware support tools (I) - Conduct or assist in system risk assessments (I, J) - Conduct system vulnerability tests (J) - Perform/assist in security certification/accreditation (I, J) - Partnering with Industry (all)	<u>Gap Assessment:</u> _____ - _____ = _____ Required - Current = Gap Proficiency Proficiency <u>Gap Mitigation Strategy:</u>															